

## Persons with Disabilities Subcommittee:

### Members:

Steve Wooderson, Nancy Berggren, Preston Daniels, Miguel Moreno, Barb McClannahan

Reviewed progress on the Disability Committee work plan:

Activity	Responsibility	Milestones	Timetable
1. Survey state employees as to their disability status.	Committee and DAS	1. Determine definitions 2. Determine survey methodology 3. Conduct survey	Fall 2008*
2. Survey or hold focus groups with managers to determine reasons PWD are not hired.	Committee, DVR, DAS	1. Determine survey methodology 2. Conduct Survey 3. Analyze Results 4. Market use of employer-friendly survey	Winter 2009
3. Review state's on-line resources regarding disabilities.	Committee, DVR, DAS	1. Review existing on-line resources 2. Determine changes necessary to state's on-line resources 3. Implement changes	Spring 2009
4. Review state's existing training regarding disabilities.	Committee, DAS Training, DVR	1. Review existing educational offerings 2. Determine what changes need to be made	Fall 2008
5. Develop plan to market hiring PWD.	Committee, DAS, DVR	1. Review data gathered from surveys 2. Review other resources 3. Develop marketing plan	Spring 2009

Activities that need to move forward this fall include #1 and 4.

Activity #1. Nancy reported that it will be possible to disseminate the survey to all state employees online, which will result in a quicker return and ease in evaluating responses. However, it was noted that DAS-HRE staff time is an issue right now as they move into collective bargaining meetings. **\*It was recommended that this activity timeline be adjusted to start in December 2008 at which time Steve and Nancy will convene a group to review the old survey and outcomes that were generated several years ago and come up with recommendations for an online survey that will add value to Executive Order #4.**

Activity #4 involves reviewing the PDS course offerings related to disability issues. A subcommittee of PDS staff as well as state employees with expertise in disability issues

will review existing educational offerings and make recommendations for updates/enhancements. It was recommended that as a means of gathering input as to training needs, it might be beneficial to use the disability-friendly self assessment tool that was developed by the Employer's Disability Resource Network (EDRN). Barb noted that there have been 3 – 4 departments who have contacted her for assistance in addressing their Affirmative Action goals related to persons with disabilities. Steve and Barb, along with other EDRN members could lead a discussion with those departments about how additional training and/or supports might benefit their employment goals for this underutilized employee group. Feedback from the facilitated discussion could also provide good data for the focus groups planned for Winter of '09.

Finally, we were reminded that Department of Management (DOM) also has an Enterprise Planning Team addressing workforce planning issues. There have been some discussions among this team about how to access underutilized pools of applicants as well. It is recommended that we share some of the activities and plans of this subcommittee with DOM so that we might be able to coordinate efforts.

**Next Steps:**

- Nancy will discuss this subcommittee's activity with DOM.
- Nancy and Barb will identify PDS and VR staff that can begin to work on Activity #4.
- Steve and Nancy will convene a group in December to work on the on-line Survey (Activity #1).
- Steve and Barb will share a copy of the "Disability Friendly Self-Assessment" with at least 3 state departments.